

Bulletin

University of Toronto

Friday March 26, 1976

No. 30 29th Year



Ambassador Roger Rousseau, chairman of the Olympic organizing committee (COJO), affixes an Olympic pin to the lapel of Governing Council Chairman C. Malim Harding following official signing of a contract for use of Varsity Stadium as part of this summer's Olympic program. Representatives of COJO, the University, the Ontario government and the City Council attended the ceremony on March 23 in the Board Room, Simcoe Hall. Eight games in the Olympic soccer tournament will be played in the stadium in late July. Persons wishing tickets should call the COJO ticket office in Montreal, 514-842-2171.

GOVERNING COUNCIL

Pension plan, plagiarism on agenda

by Paul Carson

At a special meeting on Monday, March 22, the Governing Council examined a variety of topics, including admissions practices in the Faculty of Education, student plagiarism, and revisions to the University's pension plan, as well as approving numerous routine business matters.

The meeting was called in order to consider agenda items left unresolved by the unscheduled adjournment of the regular session on March 18, when supporters of failed medical student Henry Fong objected vociferously to Council's rejection of a motion calling for an independent review of Mr. Fong's case.

Discussion of the Faculty of Education's admissions practices came during the question period. Several Council members indicated their concern about the policy of accepting qualified applicants on a first-come, first-served basis, rather than according to merit; and a question was raised as to whether application forms were no longer being made available, though the stated deadline for applications is April 1.

A statement issued by Dean John C. Ricker on March 23, setting out the Faculty's response, appears elsewhere on this page.

During discussion of plagiarism among students, members agreed that, in view of evidence indicat-

ing an increase in the use of essay banks, the Governing Council should initiate an investigation of essay bank companies, and, if thought feasible, should cause the institution of legal proceedings against them. The University will meet with both the federal Minister of Justice and the Attorney-General of Ontario to discuss the possibility of remedial legislation outlawing the operation of such companies.

It was noted that the University's Code of Behaviour prohibits the use of essay bank services.

Prof. William Dunphy, chairman of the Academic Affairs Committee, said that two working

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FACULTY OF EDUCATION

Dean explains admissions policy

Subsequent to the discussion of the Faculty of Education's admission procedures at the Governing Council meeting on Monday, March 22 (see story this page), the following statement was issued by Dean John C. Ricker:

The Faculty of Education will accept applications until April 1, 1976. In view of the unprecedented increase in applications for the 1976-77 session, it is inevitable that many will be disappointed. The Faculty has distributed more than 8000 application forms; it can accommodate no more than 1750 students.

The admissions policy of the Faculty of Education has been shaped by patterns established between 1970 and 1974. The termination of the Ministry of Education emergency summer courses in 1970 resulted in a fairly stable

pattern of applications and registrations. During this four-year period, the Faculty normally distributed each year about 5000 application forms which produced 2000-2300 deposits from prospective candidates. Of these, 1400-1600 actually registered in the September. This meant that the Faculty could enrol most of the qualified applicants by the terminal date.

In the 1975-76 session, the Faculty distributed the usual number of application forms but there was a significant increase in the number of deposited applica-

ants who appeared for registration. The normal no-show rate of 28 percent declined to 18 percent. The result was a very high enrolment which severely strained the physical and instructional resources of the Faculty.

To avoid a similar situation, the Faculty established for the 1976-77 session a selection procedure which would give four-year graduates a preferred position while not excluding three-year graduates with adequate qualifications. For this reason the Faculty distributed application forms to four-year course students in November, 1975, two months prior to their distribution to those in three-year programs. In anticipation of a possible increase in

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Sports facility's fate? OMB verdict pending

Representatives of the University and officers of neighbourhood residents' associations squared off again this week in what might well prove to be the last in an almost countless round of confrontations over the athletic facility the University hopes to build on the St. George campus.

The three-day hearing was conducted by the Ontario Municipal Board, which will rule on a City of Toronto request for a special by-law permitting the athletic facility's construction. The building slightly exceeds in size the maximum dimensions specified by City zoning regulations for the site, adjacent to the Benson Building.

On Monday, Jack Dimond, recently appointed as executive assistant to the Vice-President - Internal Affairs, testified that the size of the facility had been reduced substantially, as a result of budget problems and complaints from residents' groups. He said the facility, which is to include a 50-metre swimming pool, an indoor 200-metre track and a large multi-purpose court area, is designed for "the average athlete, not just the intercollegiate competitors."

Mr. Dimond was cross-examined at length by Alan McAllister, representing the Huron-Sussex Residents' Association,

who endeavoured to demonstrate that the University had never really consulted its neighbours about the design of the facility, and complained of irregularities in the planning process.

In testimony on Tuesday, Prof. Juri Daniel, director of the School of Physical and Health Education, said that the School at present lacks adequate laboratory facilities and that the new building is absolutely essential for the education of the approximately 410 undergraduate PHE students. He said that the School has had at least eight different locations in its 35-year history and that an even larger facility should have been designed in order to fully meet the University's needs.

Prof. Dalton White, director of men's athletics, said that the participation rate in men's intramural athletics has fallen to 38 percent. "Generations of students have suffered through a lack of adequate facilities," he said.

Representatives of the residents' associations argued that the proposed building lacked sufficient facilities for personal fitness activities, and that the University has failed to give a precise commitment as to the extent of community use.

A decision is expected shortly.

PHC

GC election results announced

On March 23, chief returning officer David Warren announced the following results of the recent elections for Governing Council seats in several constituencies:

Total valid ballots cast 6028

Teaching Staff

Constituency IB (1 seat)	Professor P. Salus (acclaimed)
Constituency IC (1 seat)	Professor H. Auster (acclaimed)
Constituency III (1 seat)	Professor J.H. Meakin (acclaimed)
Constituency IV (1 seat)	Professor R. Baxter (acclaimed)

Administrative Staff (1 seat)

VALID 1484 SPOILED 9	Edward E.C. Beaven 211
	Gwyneth Heaton Bishop 509 (elected)
	Ron Raw 311
	Ernest G (Ernie) Reid 453

Full-time Undergraduate Students Constituency I (2 seats)

VALID 2347 SPOILED 27	John Burnes 1405 (elected)
	Bob Gardner 1171 (elected)
	Brian Pe 958

Constituency II (2 seats)

VALID 1019 SPOILED 10	John Florio, Meds (acclaimed)
(Not more than one representative per Faculty or School)	Louis E. Auger APSC 400
	Richard S. Hadjukiewicz, APSC 95
	Michael Treacy, APSC 524 (elected)

Part-time Undergraduate Students (2 seats)

VALID 1178 SPOILED 4	Irene Allison 50
	Mary Cress 384
	Jon Gentry 577 (elected)
	Sandy Nimmo 380
	Joe Renda 270
	Felix Meryll Salazar 508 (elected)

Graduate Students

Constituency I (1 seat)	Phyllis Jensen (acclaimed)
Constituency II (1 seat)	David Vaskevitch (acclaimed)

March 23, 1976

David Warren, Chief Returning Officer

Medical research to receive low priority

On March 11, in an unprecedented dialogue, 70 Canadian university representatives from across Canada talked with 50 members of parliament in Ottawa on the country's crisis in research funding.

At a subsequent press conference in U of T's Medical Sciences Building, Dr. Bernhard Ciner, Director of the Institute of Immunology and Dr. Philip Seeman, Chairman of the Faculty of Medicine Science Policy Committee, said that although statements concerning science-funding problems were received with sympathy, the scientists were told that medical research could only receive low priority among the allocation of government funds.

Canada needs 61.5 million dollars for 1976-77, just to maintain its 1973 position in medical research. The federal freezing of Medical Research Council's funds at 48.5 million dollars has effectively halted some 23 projects at U of T

alone. "Each project represents a potential loss of four or five people - each trained at a cost of nearly one-quarter of a million dollars," said Dr. Ciner.

"We shall be increasingly losing such people to other countries. The research units that took many years to build will be unsupported and their loss will discourage new graduates from pursuing science." Dr. Ciner said that the flow of young graduates into science is one of the most important aspects of research. Without an opportunity to grow, young people will either leave Canada or pursue different work.

Dr. Seeman said that in losing scientists, the medical school was losing some of its best teachers. "Furthermore, as we lose our faculty to conduct research, we also lose status in the international scientific community where Canada has often been a leader," said Dr. Seeman. "We can no longer participate fully in an exchange

of scientists and graduate students from other parts of the world. And in about eight years, Canadians too, will feel the effects of a deteriorating health care system."

Both scientists pointed out that the government has failed to consider that as a result of research, the life expectancy of 45 years in the 1920's has lengthened to 75 or 80 years today. As life expectancy extends, so does the need for the research that will keep people well and out of hospital. After the discovery of the anti-schizophrenic drugs in 1952, 30,000 psychiatric beds were emptied in a period of ten years in Canada. A blood test for cancer is saving Canada 100 million dollars every year by diagnosing the recurrence and spread of the disease without admitting patients for long-term investigation. L-DOPA therapy developed at U of T for the treatment of Parkinson's dis-

ease, saves Canadians 150 million dollars annually.

Medical research has an inflation rate double that of the rest of society. "The high standards of research call for high standards of equipment," said Dr. Ciner. In the 1930s a monocular microscope cost about 250 dollars; today, the new scanning electron microscope costs about 100,000 dollars. Even the costs of buying and maintaining research animals have increased by 65 percent in the past three years.

Dr. Ciner said that "Canada needs an imaginative science policy, better relations between scientists and the government, and continuing support of long-term projects. The public constantly demands solutions to problems which have become socially relevant. Solutions depend on a broad base of fundamental research. Without such a base, we are constantly aiming at moving targets."

Council approves pension plan report, new athletic fees

Continued from Page 1

groups have been studying short-term measures to curb the use of commercial essay banks as well as investigating why students make use of them and whether changes in academic procedures might lessen their popularity.

Council also approved ten sec-

tions of the Presidential Pension Plan Review Committee Report dealing with the removal of discriminatory provisions affecting surviving male spouses, a revised plan for survivor benefits, and those pension plan improvements which can be implemented at no cost to the University.

The remaining sections of the pension review report were deferred. They will be considered by an ongoing Pension Review Committee and reviewed as part of future salary recommendations.

Dr. Evans explained that the Business Affairs Committee had approved pension plan improvements with a total cost of \$766,000 but that during salary negotiations both the Faculty Association and the Staff Association had requested that most of these funds be applied to regular salary increases. Accordingly, the President said, the pension plan revisions are only those required by law or which can be implemented at no additional cost.

Governing Council approved an increase to \$30 from \$20 in the athletic fee for male students on the St. George campus, to apply only during the 1976 - 77 academic year. The women's fee is to remain at \$20. The existing separate departments of men's and women's athletics will be integrated on July 1, 1977.

In accordance with a request from the Students' Administrative Council, the SAC fee will be reduced by \$2, though an additional \$1 will be collected from each full-time undergraduate for council membership in the National Union of Students. Similarly, NUS membership will cost members of the Graduate Students' Union an additional \$1 for full-

time and 50 cents for part-time graduate students.

Effective September 1976, the fees charged to pre-University students at Woodsworth College will be increased to \$115 per course from \$100.

Governing Council also agreed to exempt two groups of students from payment of the University's incidental fees: students who are 65 years of age and over who register in the Faculty of Arts and Science or in Scarborough College (such students are already exempt from paying regular tuition fees), and students who enrol in a course arranged and approved by the University at an overseas location during the summer session only.

Approval was also granted to two amendments to the Constitution of the Faculty of Social Work, by which student members of the Faculty's Council will have parity with members of the teaching staff on the Council's executive committee, as well as on a newly-created personnel committee which is to develop guidelines and procedures for the appointment, review and evaluation of academic staff.

As a supplementary comment during discussion of the admission procedure at the Faculty of Education, Prof. Michael Bliss said that many members of the teaching staff have indicated to him their belief that admissions policy throughout all Ontario universities

should be stiffened, and that at the very least a thorough review of existing policies should be conducted.

Chairman Malim Harding announced that a letter has been received from the Minister of Colleges and Universities to the effect that the provincial cabinet has decided not to introduce proposed amendments to the University of Toronto Act during the current session of the legislature.

In October 1974, the Council voted to recommend its expansion to 57 members by the addition of three students, two alumni, and one member from each of the teaching and the administrative staffs.

President Evans said that one consequence of the delay is that the new teaching appointment categories of Tutor and Senior Tutor cannot be included as academic staff for purposes of Governing Council elections and must be treated as administrative staff. Because the present Act does not permit the Council to make such "housekeeping" amendments, the anomaly can be corrected only by the legislature.

In other business, Council approved a one-year extension to June 30, 1977, in the life of the interim Press Management Board. Under the chairmanship of J.H. Sword, the board is reviewing the recommendations of the Bissell committee on the future of scholarly publishing at the University.

Israel comments on contract

On March 16, 1976, the Graduate Assistants' Association signed the collective agreement with the University which is published on pages 4 and 5 in this issue of the Bulletin. The negotiations to achieve this agreement have required a great deal of time and effort by representatives of both parties. In this regard the University has benefited from the advice of the Advisory Committee and especially from the talent and patience of our Negotiating Committee: Mr. John Parker, Prof. A.G. Brook, Prof. H.W. Smith and Prof. J.E. Smith.

There has been much discussion and difference of opinion re specific aspects of this agreement as well as the general question of unionization of this section of our academic staff. The debate will continue but it is obviously necessary, now that an agreement has been achieved, for members of the Union, members of the academic staff who supervise graduate assistants and academic administrators who will have direct responsibility for GAA/University relations to minimize initial difficulties which may arise from misunderstandings concerning the interpretation or application of any part of the agreement. The complete text should be read carefully and questions should be brought to the attention of the office of Management/Labour Relations.

March 24, 1976

Milton Israel
Vice-President

History of mathematics brought Prof C J Scriba back

Seventeen years ago Prof. Christoph J. Scriba came to U of T from Germany by way of the United States. He spent three years teaching in the Department of Mathematics. He also taught one summer course at the (then) Ontario College of Education on the history of mathematics, a field which had always interested him.

Prof. Scriba has since gone on to become a world renowned historical mathematician, and this month he returned to the University as a Canada Council Cultural Exchange Professor in order to share some of his knowledge with students at the Institute for the History and Philosophy of Science and Technology. His series of four lectures is based largely on his study of unpublished manuscripts of the 17th and 18th centuries.

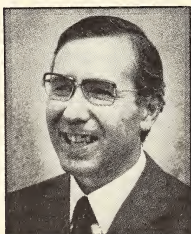
When Prof. Scriba left U of T in 1962, he went to Oxford on a scholarship and spent several years there studying the unpublished works of John Wallis, a 17th century Oxford mathematics professor and a forerunner of Sir Isaac Newton. In 1964 he returned

to Germany to teach at the University of Hamburg. In 1969 Prof. Scriba was called to the West Berlin Technical University which had just established its first chair for the History of Science and Technology. He spent six years there helping to build the department, and last year returned to Hamburg as head of the Department of the History of Science.

Prof. Scriba has a gradually increasing interest in the study of the history of mathematics, and of all the sciences. "Certain aspects of history have always been studied," he points out, "but for a long time people have neglected the history of science, which is, I think, as important a part of our intellectual history as any other. Perhaps its relative neglect can be attributed partly to its progressive nature. Scientists have felt that anything that has become obsolete is no longer of interest. But people must remember that all science and technology has an impact on the society."

Toronto's Institute for the History and Philosophy of Science

and Technology was founded in 1967. Its staff consists of five full-time professors and one part-time. About 35 graduate students



Prof. Christoph Scriba

are enrolled, but the Institute also offers various courses to about 400 undergraduates, most of whom are in history, mathematics and engineering.

Prof. Kenneth May is the one mathematical historian at the In-

stitute, and it is largely because of his efforts that scholars in the field are being attracted here. Three years ago, he helped to found *Historia Mathematica*, the only journal in the world devoted solely to the history of mathematics, and became its editor. According to Prof. Scriba there were several such journals early in this century, but they all ceased publication during World War I.

Prof. Scriba is a collaborator on *Historia Mathematica*, and is using part of his month in Toronto to

work with Prof. May on the journal.

Prof. Scriba says that German universities are now undergoing the expansionist period that U of T saw during the early sixties. But tight money is hampering the much needed growth. "It has become very difficult in the past three or four years to accept all the students. Some must wait as many as three years to get into a university. It can be very hard on the student when this happens."

SRF

Dean of Men sought by Victoria

Victoria University is seeking applications or nominations for the position of Dean of Men. The Dean of Men is responsible for the general supervision of the men's residential life, in conjunction with the Dean of Women, of the counselling of students on personal or academic matters. The Dean is expected to devote approximately one-half of his time to this function. Candidates should, or be eligible to hold, an academic appointment in the University of Toronto.

All inquiries, applications, and recommendations should be sent to the Principal's Office, Victoria College, by Friday, April 9.

Memorandum of Agreement between University of Toronto and The Graduate Assistants' Association (GAA)

THE GOVERNING COUNCIL OF THE
UNIVERSITY OF TORONTO

— and —

THE GRADUATE ASSISTANTS' ASSOCIATION
(GAA)

MEMORANDUM OF AGREEMENT

Dated: March, 1976

This Agreement made this 16 day of March 1976.

between:

THE GOVERNING COUNCIL OF THE UNIVERSITY OF
TORONTO,
hereinafter called "the University" or "the Employer"

Party of the First Part:

and

THE GRADUATE ASSISTANTS' ASSOCIATION (GAA)
hereinafter called "the Union"

Party of the Second Part:

General Purpose

1.01 The purpose of this Agreement is to establish an orderly collective bargaining relationship between the Employer and employees represented by the Union.

Recognition Bargaining Unit

2.01 The Employer recognizes the Graduate Assistants' Association as the sole and exclusive collective bargaining agent for all persons employed as teaching assistants, teaching fellows, demonstrators, tutors, markers, instructors, and teaching laboratory assistants who are Post Doctoral Fellows, Undergraduate Students in the School of Graduate Studies of the University of Toronto.

2.02 For the purposes of clarity, the following clarifications and exclusions are agreed upon by the parties to this agreement:

Exclusions

Members of Professions

As defined for purposes of exclusion applies to graduates in architecture, dentistry, medicine or law, who are qualified to practise their profession in accordance with the Statutes and Regulations governing their respective professions in the Province of Ontario.

Status Only Persons

As defined for purposes of exclusion applies to persons who may engage in lecturing, or demonstrating but are not paid for such services.

Persons Whose Primary Work Interest is Outside the University

These are persons who, while not professionals excluded from collective bargaining under the Labour Relations Act, are knowledgeable in a particular field and lecture or demonstrate at the University of Toronto. These persons are invariably part time and are not teaching assistants in the sense that undergraduates, students enrolled in the School of Graduate Studies or Post Doctoral Fellows are.

Research

Persons engaged primarily in research are excluded (even if incidental occasional teaching assistant work is involved). It is understood that Post Doctoral Fellows who are engaged in research, but who perform the work described in the appropriate bargaining unit, are included in the bargaining unit.

Royal Conservatory of Music

As defined for purposes of exclusion would apply to all persons who are employed in the Royal Conservatory of Music.

Athletes

Any persons involved in the instructing, demonstrating or coaching in athletic recreational programmes.

Clarifications

Part Time Lecturers

The parties are agreed that part time lecturers who are Students or Post Doctoral Fellows are included in the bargaining unit.

Graduate Engineers

The parties are further agreed that graduate engineers, who are registered in the School of Graduate Studies, or who are Post Doctoral Fellows and are performing work described in the appropriate bargaining unit, are included in the bargaining unit.

Reservation of Management Rights

3.01 The Union acknowledges that it is the right of the Employer to maintain order and efficiency; hire, classify, transfer, promote, demote, lay off, discipline, suspend, or discharge employees; establish and enforce rules and regulations not inconsistent with the provisions of this Agreement, which govern the conduct of the em-

ployees, and generally to manage and operate the University of Toronto. The Employer agrees that these rights will be exercised in a manner consistent with the provisions of this Agreement.

No Discrimination

4.01 The Employer and the Union agree that there shall be no discrimination, interference, restriction, or coercion exercised or practised with respect to any member of the bargaining unit in any matter concerning the application of the provisions of this Agreement by reason of age, race, creed, colour, national origin, citizenship, status, sexual orientation, place of residence, nor by reason of his/her non-membership, membership or activity in the Union.

No Strikes and No Lockouts

5.01 The Employer undertakes that there will be no lockout as defined in the Labour Relations Act during the term of this Agreement. The Union undertakes that there will be no strike as defined in the Labour Relations Act during the term of this Agreement.

Union Security

6.01 If an employee so authorizes, the Employer shall deduct the regular Union dues from each monthly payment, and shall remit the amount to the Union not later than one month after the deduction has been made. Each remittance to the Union shall be accompanied by a list of the employees from whose pay the deductions have been made. The authorization shall be revocable commencing thirty (30) days after the month in which notification of revocation has been given to the Graduate Assistants' Association. A copy of the revocation form shall be forwarded to the Employer immediately.

6.02 The Employer agrees to provide the Union with a list of the names, classifications, salaries and departments of all present employees in the bargaining unit as soon as possible and of all new employees in the bargaining unit within two weeks after notices of appointment have been made.

New Employees

7.01 The Employer agrees to inform applicants, prospective members of the bargaining unit and new employees of the fact that a Union agreement is in effect.

Correspondence

8.01 All correspondence between the parties, arising out of this Agreement or incidental thereto, shall pass to and from the Manager, Management / Labour Relations, 215 Huron Street, Toronto and the Secretary of the Union.

8.02 Any such communications given under this Agreement shall be deemed given and received as of the business day following the date of posting.

Labour Management Relations

9.01 No employee or group of employees shall undertake to represent the Union at meetings with the Employer without the proper authorization of the Union. Neither shall the University meet with any employee or group of employees undertaking to represent the Union without the proper authorization of the Union. In representing an employee or group of employees, an elected or appointed representative of the Union shall be the spokesman. In order that this may be carried out, the Union shall supply the Employer with the names of its Officers. Likewise, the Employer shall supply the Union with a list of its designated authorities with whom the Union may be authorized to transact business.

Discussion

9.02 The parties are agreed that discussion on matters of mutual concern between members of the bargaining unit and their Departments of employment be encouraged, recognizing that the format of these discussions will vary from Department to Department.

Union Representation

10.01 In order to provide an orderly and speedy procedure for the settling of grievances, the Employer acknowledges the rights and duties of the Union Stewards and Union representatives to assist any employee whom the Steward represents, in preparing and presenting his/her grievance in accordance with the Grievance Procedure. The Employer agrees to recognize one Steward for each Department employing persons covered by this Collective Agreement. The Employer agrees to the recognition of more than one Steward in large Departments and the grouping of Departments for the purpose of union representation where necessary. It is agreed that the Steward (or Stewards) representing a Department (or group of Departments) shall be employed in that Department (or group of Departments). Such Stewards shall be selected by the Union in accordance with the Union By-Laws and Constitution.

Names of Stewards

10.02 The Union shall notify the Employer in writing of the name of each Steward and the Department he/she represents before the Employer shall be required to recognize him/her.

Grievance Procedure

Definition of Grievance

11.01 A grievance shall be defined as any difference arising out of the interpretation, application, administration, or alleged violation of the collective agreement.

Settling Grievances

11.02 An earnest effort shall be made to settle grievances fairly and promptly in the following manner:

Step No. 1 - If an employee has a grievance he/she shall discuss it with his/her immediate supervisor, within twenty (20) working days after the occurrence of the matter which is the subject of the grievance. The employee may be accompanied by his/her Steward if the employee so wishes. The supervisor will give a decision within three (3) working days.

Step No. 2 - If the grievance is not resolved at Step No. 1, then, within five (5) working days, the employee, accompanied by his/her Steward may present a written grievance to the designated authority of the Department. The designated authority of the Department will give a decision in writing within five (5) working days.

Step No. 3 (Multi-Department Faculties and Colleges) - If the grievance is not resolved at Step No. 2 (Department level), then, within five (5) working days, the employee, accompanied by his/her Steward and/or other Union representative, may present a written grievance to the Dean or Principal, or his/her designated representative, of his/her Faculty or College, whichever is appropriate. The Dean or Principal, or his/her designated representative, will give a decision in writing within five (5) working days.

Step No. 4 - If the grievance is not resolved at Step No. 3, in the case of multi-Department Faculties or Colleges, or at Step No. 2 in the case of unitary Faculties and separate Departments, the President of the Union or his/her designee, within seven (7) working days after the written decision has been given at Step No. 3, in the case of unitary Faculties and separate Departments, may present the grievance to the Vice President and Provost, or his/her designated representative. The Vice President and Provost, or his/her designated representative, will give a decision in writing within seven (7) working days.

Failing a satisfactory settlement by Step No. 4, the Union may refer the grievance to arbitration pursuant to Article 12, within fifteen (15) working days thereafter.

11.03 It is understood that the Employer may bring forward at Step No. 4 of the grievance procedure any complaint with respect to the conduct of the Union, its Officers or Stewards and that, if such complaint by the Employer is not settled to the mutual satisfaction of the conferring parties, it may be referred to arbitration in the same way as the grievance of an employee.

Policy Grievance

11.04 Should any difference arise between the Employer and the Union as to the interpretation or alleged violation of the provisions of this Agreement affecting the Union as such, or employees in more than one Department, the Union shall have the right to bring forward any such complaint at Step No. 4 of the Grievance Procedure. If such complaint is not settled to the mutual satisfaction of the conferring parties, it may be treated as a grievance and referred to arbitration in the same way as the grievance of an employee.

Group Grievance

11.05 A group grievance, which is defined as an alleged violation of this Agreement concerning two or more employees in a Department, may be brought forward in writing at Step No. 2 of the Grievance Procedure at any time within thirty (30) working days after the circumstances giving rise to such group grievance occurred, but not later, and if it is not settled at this stage it may go to Step No. 3 or Step No. 4 (as appropriate) of the Grievance Procedure. If the grievance is not settled at Step No. 4 the grievance may be referred to arbitration pursuant to Article 12, within fifteen (15) working days thereafter, but not later. The names of all employees known to be affected on behalf of whom such grievance is filed shall be inserted in the written grievance at the time it is filed with the Employer.

Notification of Suspension or Discharge

11.06 Any employee who has been suspended or discharged shall be advised in writing of the reason thereof. The Union will receive a copy of the notification of suspension or discharge within one working day (24 hours).

Suspension or Discharge Grievance

11.07 In the case of an employee who has been suspended or discharged, he/she may submit a grievance in writing, form supplied by the University signed by him/her to the Vice President and Provost within five (5) working days after his/her suspension or discharge, but not later. A copy of the same form shall at the same time be submitted by the grievor to the Chairman of his/her Department or the designated authority. The Vice President and Provost or his/her designated representative shall meet with a representative of the Union within a further period of five (5) working days after presentation of the grievance in writing. If the grievance is not settled at this meeting, then the Union may notify the Employer in writing within a further period of five (5) working days, but not later, that it intends to proceed to arbitration as hereinafter set out.

Arbitration

12.01 If a grievance is not settled at Step No. 4, either party may notify the other within a further period of fifteen (15) working days after receiving the written reply that it intends to proceed to arbitration. The notice of intention to proceed to arbitration shall contain the details of the grievance, a statement of the issues in dispute, the type of remedy sought by the party to the party's nominee to the proposed arbitration board. 12.02 The party who receives the notice of intention to proceed to arbitration shall then notify the other party of the name and address of the party's nominee to the proposed arbitration board within ten (10) working days after receiving the notice.

University and Graduate Assistants' Association

The two nominees appointed shall attempt to select a Chairman for the board, but if they are unable to agree upon the selection within a period of ten (10) working days after the appointment of the second nominee, either of the nominees shall have the right to request the Ontario Labour-Management Arbitration Commission to appoint a Chairman for the arbitration board.

12.03 A board of arbitration shall not have the authority to make any decision which is inconsistent with the terms of the Agreement nor to add to or amend any of the terms of the Agreement. The jurisdiction of the arbitration board shall be confined to the issue in dispute. The decision of the board of arbitration shall be final and binding upon the parties. The decision shall be unanimous or one reached by a majority of the members of the board; provided, however, that if there is no majority decision, the board then the decision of the Chairman shall constitute the final and binding decision of the board.

12.04 Each party shall bear the fees and expenses of its own nominee to an arbitration board and the parties shall jointly and equally bear the fees and expenses of the Chairman.

12.05 Saturdays, Sundays and University holidays will not be counted in determining the time within which action is to be taken or completed under the Grievance Procedure.

12.06 Time limits set forth in this article may be extended by mutual agreement in writing between the parties hereto.

Appointments

Job Posting

13.01 Departments shall announce teaching assistant vacancies prior to the date(s) of appointment to these positions on Department bulletin boards and such other locations as are deemed appropriate. These announcements shall contain such relevant information as: general nature of position; hours of work; dates of employment; and salary. It is to be understood that some announcements of teaching assistant vacancies are tentative, pending final course determinations and enrollment.

Notice of Appointment

13.02 Applicants will be advised at the earliest possible date of their appointment to a position. In view of the unpredictable fluctuation in enrollments and budgetary uncertainties, and hence the difficulty of predicting in advance the number of teaching assistant positions required in a Department, some dates for notification cannot be established.

Appointments

13.03 Appointments to positions covered by this Agreement shall be made for the full academic session, or a portion thereof. Ability, academic qualifications, and suitability for the position will be among the criteria used in selecting persons for bargaining unit positions.

Hours of Work

13.04 A regular position is one that requires an average of ten (10) hours per week for the full academic session. Work loads equivalent to those of a regular position may be compressed into a shorter time period in accordance with the needs of individual Departments. Work loads less than those of a regular position, either in terms of hours per week, or in terms of total hours for academic session, may be arranged and paid for on a pro-rata basis.

13.05 It is agreed that the employee and his/her immediate supervisor have a mutual responsibility to ensure that the hours of work as defined in 13.04 are not exceeded.

Duties

13.06 All duties of a teaching assistant shall be included in the calculation of required hours. These duties shall include, for example, but are not limited to: preparation for classes, preparation of written or audio-visual materials, attending lectures, teaching, leading discussions and supervising laboratories, rating students' work, holding office hours, consulting with students, writing and grading tests, examinations and lab sets, grading essays and term papers, any setting up of experiments, conducting field trips, and conferring with the supervisor in charge, as required by his/her teaching duties.

13.07 Appointments shall be seasonal, and the University agrees that traditional Departmental hiring practices which allow teaching assistants to be given a further appointment shall be continued. The Employer agrees that current practices in many Departments which result in notification of employment (or reappointment) to teaching assistant positions being made by May 1 for positions which commence in September, and by November 1 for positions which commence in January, shall be continued, and will be encouraged in all possible cases.

Employee Evaluation and Records

14.01 A Department may evaluate each employee's work performance in writing at least once per academic session, using methods appropriate to that Department. An evaluation, in writing, of the employee shall be discussed with him/her by his/her supervisor. The employee shall sign the evaluation to acknowledge the fact that such discussion has taken place. The employee may, if he/she wishes, add his/her written comment on the evaluation.

14.02 In the event that a supervisor forms the opinion that an employee's performance is unsatisfactory, he/she shall prepare a written evaluation as prescribed in 14.01 without undue delay, for discussion with and comment by the employee.

14.03 Performance evaluations shall not be the subject of a grievance.

14.04 An employment file shall be maintained within each Department for each teaching assistant employed within it, which shall be separate from his/her academic record as a Student or Post Doctoral Fellow. The employment file shall contain only those documents bearing the employee's signature and relating to his/her employment.

14.05 An employee's file shall be available within the Department for use in making administrative decisions, but no documents contained therein shall be released outside the Department without the employee's prior consent in writing.

14.06 A teaching assistant who applies for a position in a Department other than that of his/her previous employment shall be deemed to have given prior consent to the release of his/her employment file to the Department to which application has been made, and to its transfer to that Department should he/she accept employment in it.

14.07 An employee may, if he/she so desires, inspect his/her employment file once each term.

Leave of Absence

Short Term Leave

15.01 With the approval of the supervisor(s) concerned, an employee may arrange to exchange his/her duties, or for his/her substitution for periods not to exceed one week at a time.

For Conventions and Seminars

15.02 Subject to the approval of the supervisor and upon written request at least seven (7) days in advance, leave of absence without pay shall be granted to not more than six (6) employees at any one time, who may be elected or selected by the Union to attend any authorized Labour Convention or Educational Seminar. Such leave of absence is to be confined to the actual duration of the Convention or Educational Seminar and the necessary travelling time. Such leave shall not exceed ten (10) working days per year for each employee to whom such leave is granted.

Absence from Work for Union Business

Negotiations

15.03 Where absence from assigned duties is necessary in order to participate in negotiating a collective agreement with the Employer, leave of absence without loss of pay shall be granted to not more than six (6) employees at any one time who are members of the Union bargaining committee.

Grievances

15.04 Where absence from assigned duties is necessary in order to be present at a grievance meeting or an arbitration hearing, leave of absence without loss of pay shall be granted to such Union Stewards and Officers whose presence is required at such meetings or hearings.

15.05 Wherever possible an employee entitled to leave under 15.03 and 15.04 shall provide two (2) working days notice of his/her anticipated absence to his/her supervisor.

Holidays

16.01 No member of the bargaining unit shall be required to teach, proctor or invigilate on any of the following holidays:

Civic Holiday
New Year's Day
Good Friday
Labour Day
Victoria Day
Thanksgiving Day
Christmas Day
Dominion Day
Boxing Day

nor on any holiday declared by the President of the University of Toronto.

Salaries

17.01 The salary for all members of the bargaining unit holding regular appointments shall be as follows:

- Undergraduates - \$2100 per session
- Graduate Students who have not completed at least two (2) years of full time graduate study and who do not have a Master's degree (or the equivalent) in the discipline - \$2900 per session
- Graduate Students who have completed at least two (2) years of full time graduate study or who have a Master's degree (or the equivalent) in the discipline, and Post Doctoral Fellows - \$3875 per session

17.02 No member of the bargaining unit shall suffer a reduction in pay as a result of this Agreement.

17.03 In addition to the above rates, all members of the bargaining unit shall be entitled to an additional 4% of salary on vacation pay.

17.04 A regular appointment shall be for one academic session. Fractional appointments shall be paid on a pro-rata basis. (See 13.03, 13.04)

17.05 These rates shall be effective January 1, 1976, and shall be increased by 8% as of September 1, 1976.

17.06 Salaries will be paid in equal monthly instalments over the period of the appointment of the employee. By prior arrangement mutually acceptable to the Employer and the employee, payments may be made in equal monthly instalments over a time period greater than the period of appointment. With each payment each employee shall be provided with a statement of all deductions therefrom.

17.07 Vacation pay shall be paid in a lump sum which shall be combined with the last regular monthly payment to which the employee is entitled, or upon termination of employment.

General

Bulletin Boards

18.01 The Employer agrees to provide space on bulletin boards marked "Graduate Assistants' Association" for official Union notices.

Office Facilities

18.02 Departments shall ensure that insofar as possible, consistent with the physical facilities available to the Department, teaching assistants shall be provided with an appropriate place for holding office consultations with students, and with the use of such other facilities and equipment as are required for the performance of their instructional duties.

Mailboxes

18.03 Each teaching assistant shall have access to a mailbox located conveniently within the Department of his/her employment.

Safety

18.04 No employee shall be required to act, nor shall any employee act in the course of his/her employment, in a manner which constitutes a health or safety hazard.

Definitions

Working Day

19.01 Whenever the term "working day" is used in this Agreement it shall be considered to mean a regular University of Toronto working day.

Department

19.02 Whenever the term "Department" is used in this Agreement it shall be considered to mean any administrative unit of the University of Toronto in which members of the bargaining unit may be employed.

Supervisor

19.03 Whenever the term "supervisor" is used in this Agreement it shall be considered to mean whoever is the immediate supervisor of a bargaining unit member.

19.04 The terms "academic session" or "full academic session" as used in this document refer to that period of time which begins with undergraduate registration (usually in September) and continues through to the last date for completion of marking of final examinations (normally in May). The dates applicable to a given employee will be those appropriate to the particular Department in which he/she is employed.

19.05 A regular full time appointment shall constitute 270 hours of work per academic session.

Term of Agreement

20.01 This Agreement shall continue in full force and effect until August 31, 1977 and thereafter shall automatically renew itself for periods of one (1) year each unless either party notifies the other in writing within the period of ninety (90) days prior to any expiry date that it desires to amend or terminate this Agreement.

Negotiations

20.02 In the event of notice being given requesting negotiations to amend the Agreement, the negotiations shall commence within fifteen (15) days following receipt of such notification and thereafter both parties shall negotiate in good faith.

20.03 If, pursuant to such negotiations, agreement is not reached on the renewal or amendment of this Agreement, or on the making of a new Agreement prior to the current expiry date, this Agreement shall continue in full force and effect until a new Agreement is signed between the parties or until all conciliation proceedings prescribed under the Ontario Labour Relations Act have been completed, whichever date should first occur.

IN WITNESS WHEREOF each of the parties hereto have caused this Agreement to be signed by its duly authorized representatives as of the day and year above written.

THE GOVERNING COUNCIL OF THE UNIVERSITY OF TORONTO

BY:

AND:
THE GRADUATE ASSISTANTS' ASSOCIATION (GAA)

BY:

Check-Off Card

I hereby authorize and request the University of Toronto to deduct from my first pay in each calendar month the regular union dues as certified by the Graduate Assistants' Association. This authorization shall be effective from

1976.

Department: Name:

Date: Signature:

Revocation Card

I hereby revoke the authorization given to the University of Toronto regarding deduction of union dues and understand that this revocation shall be effective 30 days after the month in which this revocation is signed.

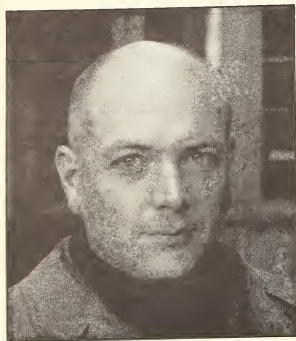
Department: Name:

Date: Signature:

New engineering chairmen stress quality

The need to preserve the quality of undergraduate and graduate programs and the importance of relating teaching and research to current problems in industry are two concerns jointly shared by Profs. David S. Scott and Kenneth C. Smith, newly-appointed department chairmen in the Faculty of Applied Science and Engineering.

Prof. Scott, 40, becomes chairman of Mechanical Engineering on July 1, 1976. On the same date Prof. Smith, 43, assumes the chairmanship of Electrical Engineering. Both appointments are for a term of five years.



Prof. David S. Scott

"Although there has been no growth in Mechanical Engineering graduate student enrolment recently, there has been a great growth in teaching and research competence," Prof. Scott said in a recent interview. "The number of graduate students may decline slightly in the next few years, as the emphasis will be on quality. We are not planning to force-feed the graduate program because, in my view, the calibre of education is more important than numbers."

He believes the University must continue to be aware of its responsibility to society. "In the case of engineering, this lies chiefly in its role in educating skilled personnel for careers in industry."

The same emphasis on quality, particularly the importance of educating students to the high professional standards demanded by the engineering profession, is also stressed by Prof. Smith. "Today, we are teaching students with diverse, uncalibrated backgrounds, who come to the University with a largely unknown mixture of training and ability," he said.

Graduate students associated with Prof. Smith in Electrical Engineering are often supervised by several faculty members with differing specializations and research interests. "In this way, the graduate students are able to undertake innovative research in broad areas characteristic of the job environment they'll encounter after graduation," Prof. Smith explained.

Academic standards will not be reduced, Prof.

Scott said, and the substantial scientific content in the course curriculum of Mechanical Engineering will be retained. But, he believes, students must become "more aware of what's going on in industry," and to this end he hopes to increase the scope of the program of on-site plant tours. The tours, traditionally very popular among undergraduates, have been restricted in recent years due, in part, to general financial constraints upon the department.

Funding is a problem in Electrical Engineering as well, and the department intends to continue its policy of undertaking contract research. This sometimes can create problems, explained Prof. Smith, when the time scale imposed by the contractor conflicts with the students' natural learning process; the desires of pedagogy may conflict with the limits of the contract. "Our policy is that the department should accept only that contract research which does not adversely affect the students' learning process," he stated.

Prof. Smith considers Electrical Engineering (or "EE") in the vernacular commonly used within the department) to be the "most dynamic" of the engineering disciplines, as a result of the circumstance that all new technology requires measurement and most new systems of measurement must make use of electricity in simple or complex ways.

In addition to their teaching and administrative responsibilities, both chairmen-designate are active in important continuing research projects. Prof. Scott's principal scientific work involves the interactions between finite-amplitude acoustic fields and aerosols. Prof. Smith does half of his research in measurement and medical instrumentation, via cross-appointments as an Associate in both the Institute for Environmental Studies and the Institute of Bio-medical Engineering.

Prof. Scott outlined his current research project by explaining that if you impress an intense acoustic field on dust particles, the agglomeration of the fine particles rapidly increases. An important practical implication is that dust collectors in industry can be made much more efficient and less expensive in terms of electrical power requirements.

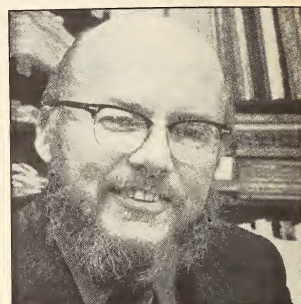
Under Prof. Scott's direction, graduate students are researching theoretical and experimental aspects of the project. In addition, he serves as an ongoing consultant to the Ontario Research Foundation, which has larger facilities to conduct full-scale experiments involving size and noise factors.

The basic technique is not new, but the joint effort between the University and ORF has produced a new process which has successfully broken the "cost barrier" and has become a practical option for industrial managers. The process also has potential importance as a means of catastrophe containment in fast-breeder reactors, where a pipe could burst, releasing radioactive liquid sodium aerosols. "Due to the tremendous danger to safety in such circumstances, the value of our process lies in its effectiveness, not simply in economics," Prof. Smith said.

Prof. Smith, a graduate of the former Engineering Physics (now Engineering Science) course, did his master's on a topic in applied psychology and his doctorate in Physics on a topic involving computer and memory technology. In co-operation with other

members of "EE" and some medical researchers, he recently assisted in the development of delicate instrumentation for Pre-ejection Period (PEP) monitoring of fetal well-being. The interdisciplinary research team successfully developed a technique which utilizes ultrasonic waves to measure the interval (in tenths of milliseconds) between the electrical stimulation of the fetal heart muscle and opening of the fetal aortic valve.

Variations in this interval are an accurate indication of any obstruction to fetal hypoxemia.



Prof. Kenneth Smith

Prof. Smith joined the Department of Electrical Engineering as an Assistant Professor in 1960, upon completion of his Ph.D. Subsequently he joined the University of Illinois where, in 1962, he was named Principal Investigator and Chief Engineer of Illiac II, a high speed computer systems design project. He returned to U of T in 1965 as Associate Professor, and was promoted to the rank of Professor in 1970.

He has been cross-appointed to the Department of Computer Science since 1965, and since 1969 has been a member of the Computer Systems Research Group. He is a member of the UTCC Policy Committee and of the Council of the U of T Faculty Association.

Prof. Scott obtained his undergraduate and master's degrees at Queen's University, Kingston, and worked in industry for two years prior to undertaking doctoral studies at Northwestern University, Chicago. He was appointed Assistant Professor of Mechanical Engineering in 1966, Associate Professor in 1969 and Professor this year. During the 1974-75 academic year, he was on sabbatical as Visiting Fellow, Institute of Sound and Vibration Research, University of Southampton, England.

Prof. Scott recognizes the possibility of low morale in any academic department facing a "no growth" situation, because "the enthusiasm inherent in any growth situation will be missing. However, the response to a crisis situation such as this presents unique opportunities to rethink our programs on a very positive basis," he says.

"Mr. Fong had never been a strong student in the Faculty"

Continued from Page 3

Henry would appear to become inept and fumbling. His speech would become hesitant and stuttering. Henry would be unable to answer questions directed at him by the staff man which only an hour before he would answer to me. As I mentioned in the previous review of Henry's case, initially I thought that this was mainly due to a language problem in that Henry would have to translate from Chinese to English before being able to answer questions. However, subsequently I learned that Henry has the same difficulties while speaking Chinese. Since I do not speak Chinese I am not certain as to whether this is true or not. In the light of these views, it is difficult to see how Dr. Marotta can be accused of racial prejudice in concluding that an interview might have prevented Henry Fong from gaining admission to the Faculty in the first instance.

Dr. Llewellyn-Thomas, Associate Dean, testified that communications interviews are now in use in the selection process although he indicated that as yet no

one had been refused admission on the basis of such an interview.

A fourth item said to disclose prejudice was a letter to Dr. Llewellyn-Thomas from the Period III Co-ordinator at St. Michael's Hospital. Dr. Hudson, dated December 10th, 1974, after the second occasion on which Mr. Fong had been required to withdraw. Dr. Hudson reported having suggested a pharmaceutical career for Mr. Fong, but in the face of Mr. Fong's determination to carry on with Medicine "I, therefore, said that Hong Kong seemed the only alternative." Mr. Fong had come to Canada from Hong Kong. The Subcommittee was asked to infer that Dr. Hudson thought Mr. Fong's problem was communication. Whether this was the proper inference or not, one could hardly say that it indicated racial prejudice on Dr. Hudson's part when Mr. Fong's supporters agree that he has a communication problem. Dr. Llewellyn-Thomas told the Subcommittee that there was no chance of a Hong Kong medical school accepting a student who had failed twice in a Canadian medical

school. Thus Dr. Hudson may have been mistaken in suggesting this. His belief that Mr. Fong might have a chance in his original home community that he would not find in Canada or the United States is not, however, a racist belief. Dr. Hudson also indicated that he had spent an hour and a quarter with Mr. Fong and had offered to help him get a job. This is not the brush-off that the Subcommittee was asked to label it.

Stress was placed on the fact that Mr. Fong was the only student known to have been required to withdraw from the Faculty of Medicine in the Fourth Year, although others experiencing difficulty had been withdrawn voluntarily. This makes Mr. Fong's case unique but it does not make it a case of racial prejudice. The clinical clerkship is a relatively new programme. A few students have failed it. The appellant appears to be the first student whose performance in it was deemed so inadequate as to require him to discontinue his studies. Many students of Chinese origin had, of course, passed. Being of Chinese origin cannot be

said to have anything to do with it, one way or the other.

Dr. Steiner agreed that other students may have been allowed to have a third opportunity to pass a particular subject. The Subcommittee could see no significance in this since it must be supposed that those other students were judged capable of successfully completing the requirements to be admitted to the practice of medicine whereas Mr. Fong was not. There surely can be no automatic rule about multiple repetitions.

Scope for racial and personal bias, according to the submission of the appellant, was permitted by the "subjective" nature of the assessment procedures in the clerkship year. The word "subjective" is not without its difficulties either, but in this context it means the judgment of students by clinicians based on observation of their performance on the job, their reports, oral and written, of case histories and diagnoses and their responses on oral examination. The system is subjective in that impressions play an important role and a bias against an individual on personal or ethnic

grounds, if it existed, could affect an assessor's judgment. It is difficult to see how clinical performance can be assessed in any other way. All that can be done to ensure fair assessment is to provide for a sufficient number of assessors so that the bias of an individual (personal or otherwise) is offset or thoroughly diluted. Dr. Steiner's evidence indicated that this was the situation prevailing in Period III and, as Mr. O'Brien argued, it is clear that a substantial number of clinicians who deal with Mr. Fong ("seven or eight or nine" Mr. O'Brien said) came to the conclusion that he lacked competence in dealing with patients to the degree that he should not be allowed to graduate. Their judgment was upheld by the Period III Board of Examiners on two occasions.

There were, of course, clinicians who found Mr. Fong's performance acceptable, including Drs. Butler, Harada and Margesson. This makes it clear that Mr. Fong did not make a botch of everything. No one contended that he did. But his supporting witnesses did not re-

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JOB OPENINGS

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel office responsible. Please call:

(1) - Sylvia Holland, 978-6470; (2) - Wendy Chin, 978-5468; (3) - Manfred Wevers, 978-4834; (4) - Ann Sarsfield, 978-2112; (5) - David Christian, 978-7308.

Clerk I (\$5,880 - 6,920 - 7,960)
Royal Conservatory of Music (4), U of T Press (2), Applied Science & Engineering (1)

Clerk Typist II (\$6,480 - 7,620 - 8,760)
Physical Plant (5), Guidance Centre (2), Computer Centre (3), Student Awards (1), Mathematics (1)

Clerk Typist III (\$7,130 - 8,390 - 9,650)
Vice-President & Provost Office (1), Guidance Centre (2), Institute of Environmental Studies (3)

Secretary I (P/T) (\$3,565 - 4,195 - 4,825)
New College (2)

Secretary I (\$7,130 - 8,390 - 9,650)
Urban & Regional Planning (5), Applied Science & Engineering (1), Woodsworth College (2), Continuing Studies (4), Clinical Biochemistry (4), Institute of Biomedical Engineering (5)

Secretary II (\$7,850 - 9,230 - 10,610)
Health Administration (4), Dentistry (1), Speech Pathology (4), Personnel (1)

Secretary III (\$8,640 - 10,160 - 11,680)
Vice-President - Business Affairs Office (1)

Library Technician IV (\$7,850 - 9,230 - 10,610)
Science & Medicine (3)
Anatomy Technician I (\$7,850 - 9,230 - 10,610)
Anatomy (4)

Engineering Technician I (\$9,120 - 10,730 - 12,340)
Obstetrics & Gynaecology (4)

Storekeeper III (\$9,610 - 11,300 - 13,000)
Faculty of Medicine (4)

Personal Counsellor (Seasonal) (\$13,060 - 15,370 - 17,680)
Innis College (1)

PH D ORALS

Since it is sometimes necessary to change a date or time of an oral examination, please confirm the information given in these listings with the Ph.D. oral office, telephone 978-5258.

Tuesday, March 30

Ronald Stagg, Department of History, "The Yonge Street Rebellion of 1837: An Examination of the Social Background and a Reassessment of Events." Thesis supervisor: Prof. G.M. Craig. Round Room, Massey College, 10 a.m.

Peter Froelich, Department of Drama, "N.F. Simpson and the Aesthetics of Nonsense." Thesis supervisor: Prof. A. Saddlemeyer. Croft Chapter House, University College, 3 p.m.

Wednesday, March 31

David Joseph Kenny, Department of Dentistry, "Excitatory and Inhibitory Influences from the Upper Respiratory Tract on Neurons in the Solitary Tract Nucleus and Adjacent Formation in the Cat." Thesis supervisor: Prof. A.T. Storey. Room 108, 16 Hart House Circle, 2 p.m.

Hollis L.T. Joe, Department of Educational Theory, "Occu-

pational Selection in the Third World: Trinidad as a Case Study." Thesis supervisor: Prof. J.P. Farrell. Round Room, Massey College, 2 p.m.

Friday, April 2

L. Glen Seretan, Department of History, "The Life and Career of Daniel DeLeon, 1852-1914: An Interpretation." Thesis supervisor: Prof. K.W. McNaught. Room 201, 65 St. George St., 10 a.m.

David Aaron Perry Shugartman, Department of Political Economy, "Rationality in Contemporary Political Thought." Thesis supervisor: Prof. G. Horowitz. Round Room, Massey College, 11 a.m.

Monday, April 5

Ralph Z. Friedman, Department of Philosophy, "The Relationship of Virtue and Happiness - A Systematic Inquiry." Thesis supervisor: Prof. L. Lynch. Room 201, 65 St. George St., 10 a.m.

Necessary clinical ability lacking

Continued from Page 6

ally contradict the view that his information gathering and reporting and his problem solving ability were seriously deficient, at least in some important contexts.

The Subcommittee was asked to attach significance in terms of personal bias affecting the appellant's assessment to two factors: Dr. Hollenberg's insistence that Mr. Fong do his second clerkship either at Toronto General Hospital or at St. Michael's and the instruction that was given to pay close attention to his performance during this special clinical rotation. St. Michael's Hospital was chosen, although Mr. Fong would have preferred Mount Sinai, because the choice accorded at the same time

with Dr. Hollenberg's advice and with the first Appeal Committee's ruling that Mr. Fong should repeat the clerkship year at a different hospital. Dr. Hollenberg, as Physician-in-Chief at Toronto General, responsible for Mr. Fong's medical rotation, had reached the conclusion (as indicated in the minutes of the meeting of the first Board of Examiners) that the appellant "is shy, modest and very willing, but is lacking in fundamental knowledge and insight. While he has the ability to master facts, he lacks the ability to integrate and synthesize this material." This does not smack of personal antipathy nor does Dr. Hollenberg's statement to the medical Appeal Committee on the first appeal that Mr. Fong was a "highly motivated and fine individual" who "did not have the capacity to perform at an acceptable degree of competence." This is a professional judgment and as Chairman of

the University Department of Medicine it is understandable that Dr. Hollenberg would thus have views as to where a repeated clerkship should occur and as to the care that should be taken in the assessment procedure.

It is common enough in the academic world for repeating students to be judged again by the same teachers on the second occasion. The appellant had the benefit of a different setting and different assessors. The Subcommittee must conclude that he was fairly treated.

In the end, therefore, it comes to this: One Faculty member reached the conclusion that Mr. Fong did not have the clinical ability that is necessary to practise medicine and that must be demonstrated before a degree is granted. Sad as the result is, the Subcommittee sees no reason for interfering with that judgment.

Innis conference on community life

Is there a possibility of local community life in the face of mass society institutions and individualism? Are there organizational structures which could be reduced for greater participation, even control? Does our history of growth and development block serious consideration of a change in life style?

These are some of the questions which will be addressed at the Conference on Community to be held at Innis College on April 2 and 3. Innis has recently established a Community Living Program at the undergraduate level: its goals are to involve students in the local community, to reflect critically on this action; and to reflect on the theoretical and historical views on family, community and society. The director of the course is Prof. J.T. Lemon, urban geographer and past chairman of the Confederation of Resident and Ratepayers Associations.

One of the purposes of the conference is to introduce this new program. Another is to dispel a popular misconception. "There's an idea that community is a 'fuzzy' sort of thing that implies non-organization or even dis-

organization," says Prof. Lemon. "And that's simply not true." Several of the panels at the conference will explore ways in which a community can be organized. The workshops' topics are:

Our expectations for local community, featuring Alderman Michael Goldrick and Murray Bookchin author of *The Ecology of Freedom and Limits of the City*; Developing institutional powers, with panelists James Lori-

mer and Prof. Meyer Brownstone and Gerry Hunniss; Using human energy and reducing waste, with Pollution Probe Director Monte Hummel, and two farmer/community workers from Manitoulin Island; Developing local community strategies, featuring panelists Myrman Barsky, who is involved in co-operative day care, and Prof. Lemon.

The Innis Pub will be open all day Friday and Saturday, and on Saturday at noon will offer its own craft festival to the conference: patrons will be asked to sample and compare both health food dishes and fabricated food.

Nominations for honorary degrees

In May of this year, the Committee for Honorary Degrees will meet to consider candidates for the award of honorary degrees at a Convocation to be held on March 15, 1977, to mark the Sesquicentennial Year. Members of the University community are invited to submit names of possible candidates along with a biography outlining the career of the candidate and a detailed statement of reasons for the nomination, to the Secretary of Governing Council, Simcoe Hall, University of Toronto. Nomination forms may be obtained from the Governing Council Secretariat. The deadline for nominations is April 30, 1976.

Medieval Centre holds conference

A conference on "Problems in the Relations Between Literature and the Other Arts in the Middle Ages" will be held April 2, 3 and 4. The conference has been planned by Prof. Robert M. Jordan, chairman of the Department of English, University of British Columbia; Prof. John Leyerle, director

of the Centre for Medieval Studies, and Dr. Eugene Vinaver, Visiting Professor at the Centre for Medieval Studies and Visiting Senior Fellow at the Pontifical Institute of Mediaeval Studies. The conference is being supported by a grant from the Canada Council.

The Friday morning session will be held in the Croft Chapter House. All other sessions will be in room 205 of the Library Science Building.

Friday, April 2 at 10 a.m. a panel of Profs. Jordan, Leyerle and Vinaver will give an opening dialogue. The first session, "Theory," will begin at 11 a.m. Friday afternoon the sessions will deal with "Schemata" at 2 p.m. and "Iconography" at 4.15 p.m.

Saturday, April 3 at 10 a.m. the session will be on "Ornament and Style," at 2 p.m. on "Iconography 2" and at 4.15 p.m. on "Iconography and Drama." Sunday, April 4 at 10 a.m. the session will be "Late Medieval Aesthetics."

The conference will end Sunday with a summary discussion at 11.30 a.m. Prof. Jordan will act as chairman and panelists will be Profs. Barbara F. Beeton, chairman, Department of English, Edgewood College; Jean-Claude Bonnet, Society for the Humanities; Cornell University and Patricia Eberle, Department of English, Harvard University.

More information and registration forms for the conference are available from Dr. Francis Wallis, Registrar, at the Secretariat for the Medieval Studies, telephone 978-2380.

Time to apply for summer carrels

Applications for carrels and book lockers for the summer session will be received from graduate students (Divisions I and II) and faculty members from April 5 to 30. Application forms are available at the circulation desk, 4th Floor, Roberts Library. Assignments to students will be made on the basis of priorities decided in consultation with the appropriate departments.

Assignments for the summer session, May 10 - Sept. 10, will be made in the carrel office, Circulation Department, on and after May 10.

Continued from Page 1

and for applications as a result of this extension of the application period from three to five months, the Faculty announced that it would accept applications to April 1, 1976, or when sufficient accepted applicants have deposited.

In addition to giving preference to those applicants with superior qualifications, the Faculty also considers an applicant's desire to enrol in those teaching subjects for which there is a high demand in the school systems of the province. The Faculty is also restricted in a number of curricular areas by resource limitations.

Early processing of applications reflects, in part, the Faculty's concern to ensure a desired enrolment in the face of factors over

which it has no control. Availability of teaching positions has an obvious effect upon enrolment, and the number of teaching positions may fluctuate dramatically and rapidly in response to Ministry of Education and/or Boards of Education policies or even to a sensational report in the media. Our statistics also suggest that a high percentage of persons requesting application forms do not intend to enrol at this Faculty. Our experience indicates that prospective candidates who apply early are most likely to appear at registration.

The Faculty of Education will re-examine every aspect of its admissions procedures in the light of the problems caused by the current deluge of requests for application forms.

EVENTS

Friday, March 26 — Saturday, April 3

FRIDAY 26

A Visit to Communist China (Third in series of four lectures) Prof. Vic Falkenheim, Political Science, Scarborough College. Meeting Hall, Scarborough Civic Centre. 12 noon.

Ariadne's Thread: Fiction and Repetition (Lecture in conjunction with colloquium *Interpretation of Narrative*) Prof. J. Hillis Miller, Department of English, Yale University. Room 3 New Academic Building, Victoria College. 5 p.m.

Interpretation of Narrative (International colloquium continues) March 26 and 27. Position papers and discussions, 2158 Medical Sciences Building. (Comparative Literature and SGS. See story page 2, *Bulletin* March 19)

Soviet Genesies (Colloquium) Prof. Mark B. Adams, University of Pennsylvania. 418 Textbook Store. 2 p.m. (IHPT)

Excess Thermodynamic Properties and the Mechanical Properties of Glassy Polymers (Colloquium) Dr. S.E.B. Petrie, Eastman Kodak Company, Rochester. 158 Lash Miller Chemical Laboratories. 4 p.m.

Some aspects of differentiation of skeletal myoblasts (Seminar) Dr. Bill D. Sanwal, chairman, Department of Biochemistry, University of Western Ontario. 417 Best Institute. 12:30 p.m. (BBDMR)

Planes of Times in the *Aeneid* (Seminar) Dr. Agnes Michels, Professor Emeritus, Department of Classics, Bryn Mawr College. 148 University College. 3 p.m. (Classics and SGS)

Classical Saxophone Quartet. Meeting Place, South Building, Erindale College. Music week noon hour concert.

SATURDAY 27

A moral dilemma: Christianity vs humanism (Trinity annual spring seminar) Rt. Rev. Michael Ramsey, former Archbishop of Canterbury, in discussion of differences between Christian and humanist outlook followed by workshops to discuss questions raised. Seeley Hall and the Buttery, Trinity College. 9:30 a.m.—4 p.m. Tickets \$8, students \$4, include lunch. Information 978-2651.

Perspectives on Musical Syntax (Meeting Toronto Semiotic Circle) Prof. D. Lidov, Department of Music, York University. 205 New Academic Building, Victoria College. 10:30 a.m.

SUNDAY 28

Trinity College Chapel Sung Eucharist and Sermon. Preacher: Rt. Rev. Michael Ramsey, 9 a.m. (Please note change from usual time)

Otto Armin, violin and William Alde, piano. Sunday evening concert. Great Hall, Hart House. 8 p.m.

Orford String Quartet. Walter Hall, Edward Johnson Building. 3 p.m. Tickets \$4, students and senior citizens \$2. Cheques payable "Special Concerts", enclose stamped addressed envelope. Box office 978-3744.

MONDAY 29

The Nazi Seizure of Power (Lecture) Prof. F.L. Carsten, University of London, visitor to Department of History. 214 Scarborough College. 3 p.m.

Language, Translation and the Modern World (Lecture) Prof. William E. Harkins, Department of Slave Languages and Literatures, Columbia University. 1087 Sidney Smith Hall. 4 p.m. (Slave Languages and Literatures and SGS)

Johann Heinrich Lambert's Game of Chance: Theory and Practical Application (Last of four special lectures) Prof. Christoph J. Scriba, Canada Council Cultural Exchange Professor from Institut für Geschichte der Naturwissenschaften, Universität Hamburg. IHPT Common Room, 418 Textbook Store. 7 p.m.

Susan Elliott, organ and Charles Elliott, double bass (Spring organ recital) Convocation Hall. 5:05 p.m.



Prof. Dalton White, director of men's athletics, and Physical and Health Education student Christopher Sammut (right) were the major award winners at the annual men's athletics banquet, held in the Great Hall, Hart House, on March 17. Prof. White, director since 1971, joined the University in 1950 and served as head football coach from 1956 until 1965. His undefeated championship team of 1958 is regarded as one of the finest football teams in the Varsity history. In his final season, the Blues won both the Ontario championship and the first CIAU College Bowl game. In addition to his administrative duties, Prof. White has been a member of the teaching staff in the School of Physical and Health Education. He was named winner of the Thomas R. Loudon Award, presented annually for "outstanding services in the advancement of athletics".

Mr. Sammut, who graduates this spring, was awarded the George M. Biggs Trophy as the undergraduate who has contributed most to University athletics "from the standpoint of leadership, sportsmanship and performance." He competed at both the intercollegiate and interfaculty levels in football, hockey and wrestling, and during the current year serves on the men's athletic directorate.

Other award winners for 1975-76 are: Football, Libert Castillo (Education); Hockey, Kent Rubnke (Education); Basketball, Doug Fox (PHE); Soccer, Geoffrey Crewe (New); Swimming, Michael Hibberd (Victoria); Water Polo, Aleksander Fedko (PHE); Wrestling, Robert Moore (New); Boxing, Joseph Di Fonzo and Paul Ross (both University College); Golf, Mark McCullough (Erindale); Intramural Athletics, Dave Romanowicz (Imhs).

During the past year, Varsity teams won Ontario university championships in cross-country running, track, swimming and alpine skiing, and Canadian titles in cross-country running, swimming and hockey.

TUESDAY 30

The German Revolutions of 1918 — 19 (Lecture) Prof. F.L. Carsten, University of London, visitor to Department of History. 103 McLaren Physical Laboratories. 11 a.m.

Recent Archaeological Investigations in the Northern Sinai Desert (Lecture) Prof. Ofer Bar-Yosef, Institute of Archaeology, Hebrew University of Jerusalem. S143 Scarborough College. 3 p.m. (Reception to follow lecture)

History, King Arthur and Middle Ages (Lecture) Prof. R.W. Leckie, Department of German. BCD Brennan Hall, St. Michael's College. 4 p.m. (German and Goethe Institute)

Does Russia Have a Tragic Epoch?

(Seminar) Prof. William E. Harkins, Department of Slave Languages and Literatures, Columbia University. Common Room, 2nd floor, 21 Sussex Ave. 11 a.m. (Slave Languages and Literatures and SGS)

V 1016 Cygni — A Proto-Planetary Nebula (Seminar) Dr. M.P. Fitzgerald, University of Waterloo and Dr. C.R. Purton, York University. David Dunlap Observatory. 4 p.m.

Dietary Fibre and Human Disease (Seminar) Dr. Denis P. Burkitt, Medical Research Council, London, Eng. 3163 Medical Sciences Building. 4 p.m. (Nutrition and Food Science)

Practical Aspects of Learning Disability (Last in series Seminars for Parents) Dr. Marcel Kinsbourne,

WEDNESDAY 31

The Fine Art of Choosing: Theory and Practice (Ninth lecture in series of ten) **The So-Called Field of Honour, Part II: Analysis of the Duel.** Prof. Anatol Rapoport, Department of Psychology. 1016 New College, Wilcocks St. 7:30 p.m.

Molecular Properties and Models: Photoelectron Spectra of Non-metal Compounds (Colloquium) Prof. Hans Bock, Chemische Institut der Universität Frankfurt. 158 Lash Miller Chemical Laboratories. 4 p.m.

The Role of Canada Steamship Lines in Lake, Truck and Bus Transportation (Eighth seminar in series *Canadian Transportation in the 70s*) Paul Martin, Canada Steamship Lines,

ture) Prof. Pierre Bec, directeur, Centre d'Études Supérieures de Civilisation Médievale, Poitiers. Upper Library, Massey College. 4:15 p.m. (Medieval Studies, Graduate French and SGS)

The Ideological Foundation of Contemporary Economic Policy in Canada (Lecture) Simon Reisman, visiting associate, Institute for Policy Analysis; former deputy minister of finance, Government of Canada. Auditorium, Medical Sciences Building. 7:30 p.m.

A Golden Race of Mortal Men (Third of eight lectures introducing *Gold for the Gods* exhibition) Prof. Walter Graham, research associate, Greek and Roman Department, ROM. Lecture room, McLaughlin Planetarium. 8 p.m.

Erindale Campus Symposium on Communication and Affect (Psychology symposium) April 1—3, guest speakers include: April 1, Dr. John Eisenberg, Smithsonian Institution; April 2, Prof. Charles Krebs, University of British Columbia; April 3, Prof. Jonathan Freedman, Columbia University and Philip G. Zimbardo, Stanford University. Erindale College. April 1 and 2, 10 a.m.—4 p.m., April 3, 11 a.m.—3 p.m. Information telephone Mary Anne Wells, 828-5414.

John Frederick Nims (St. Michael's Poetry Series, 1975 - 76) Upper Brennan Hall, St. Michael's College. 4 p.m.

Diane Oki, piano. Music Room, Hart House. 1:10 p.m.

The Warsaw Music Workshop, director Zigmunt Krauze. Walter Hall, Edward Johnson Building. 2:10 p.m.

Art Gallery of Ontario and The Grange. Tour from International Student Centre. 1:30 p.m. Tickets \$1.

FRIDAY 2

Inflation and Controls in the Canadian Context: An Economist's Point of View (Last in series of four lectures) Prof. Michael Krashinsky, Economics, Scarborough College. Meeting Hall, Scarborough Civic Centre. 1 p.m.

Conference on Community. Sponsored by Community Living Programme, Innis College, April 2 and 3. Innis College, from 3 p.m. Friday. Registration \$5, students and unemployed \$1. Information and registration forms, 978-2511 or 978-7433. (See story page 7)

Problems in the Relations between Literature and the Other Arts in the Middle Ages. (Conference) April 2 — 4. Friday morning, Croft Chapter House; all other sessions, 205 Library Science Building. (See story page 7)

The Mines of Sulphur by Richard Rodney Bennett; libretto by Beverly Cross. Canadian premiere presented by Opera Department; conductor, Stefan Gyarto; director, Herman Geiger-Torrell; designer, Elsie Sawchuk, April 2, 3, 9 and 10 at 8 p.m. MacMillan Theatre, Edward Johnson Building. Tickets \$3.50, students and senior citizens \$2. Cheques payable "U of T". Enclose stamped, addressed envelope. Box office 978-3744.

SATURDAY 3

Visit to Horton Sugarbush, arranged by International Student Centre. Tickets \$2.50 for bus and \$1.25 for pancakes and syrup. 9 a.m.—1:30 p.m. Register at ISC, 33 St. George St.

director, Learning Clinic, Hospital for Sick Children and Departments of Paediatrics and Psychology. Discussion period will follow presentation. Town Hall, St. Lawrence Centre. 8 p.m., doors open 7:30 p.m. (Hospital for Sick Children Foundation. See story page 7.)

The Changing Consumer (Meeting Household Science Alumnae Association) Wendy Butler, freelance writer and broadcaster specializing in consumer affairs. Also at meeting, Prof. J.T. Lemon, director of Community Living Programme will define this new interdisciplinary program. Lillian Massey Building. 8 p.m.

Susan Harris, viola and George Brough, piano. (Noon hour classical concert) Music Room, Hart House. 1:10 p.m.

Montreal Seminar will be informal. 5869 Ross Building, York University. 3 p.m. (U of T — York University Joint Program in Transportation and York University Transport Centre)

The Role of Ancient Lithosphere in Young Continental Vulcanism (Seminar) Dr. Chris Brooks, Department of Geology, University of Montreal. Mining Building. 4 p.m. Please note change of date.

Jazz Concert. East Common Room, Hart House. 12 noon — 2 p.m.

APRIL

THURSDAY 1

La lyrique courtoise des XII et XIII siècles et le dialecte entre le Nord et le Midi de la France (Lec-